

Exam Name : PGDMM/PGDSCM & L-Organisation Behaviour

Total Questions : 50

Q.1 The major attributes that influence operational behaviour are

Marks: 2

Question ID:
6288414

No	Options Details	Select Option
1	Locus of control, Machiavellianism, self-esteem, self-monitoring and risk taking	
2	Locus of control, Self-esteem, self-monitoring and organization structure	
3	Locus of control, organization structure, self-monitoring and risk taking	
4	Locus of control, risk taking and self-monitoring	

Q.2 Disciplines that contribute to the study of organization behaviour are

Marks: 2

Question ID:
6288415

No	Options Details	Select Option
1	Psychology, Philosophy, Anthropology, social sciences	
2	Psychology, Social science, Environmental behaviour and social structure	
3	Psychology, Social sciences, Philosophy	
4	Psychology, Sociology, Social psychology, Anthropology and Social sciences	

Q.3 Organization behaviour studies are required in order to

Marks: 2

Question ID:
6288416

No	Options Details	Select Option
1	Improve skills, Effective communication	
2	Understand consumers, Motivate employees	
3	To adopt to changing factors, Understand employees	
4	All of these	

Q.4 The Theory X and Theory Y model of employee behaviour was put forward by

Marks: 2

Question ID:
6288417

No	Options Details	Select Option
1	Abraham Maslow	
2	Douglas McGregor	
3	Elton Mayo	
4	Raymond Mills	

Q.5 The organizational structure, relationships between people that are bound by procedures, policy and rules is a

Marks: 2

Question ID:
6288418

No	Options Details	Select Option
1	Government system	
2	Private organization	
3	Formal organization	
4	Informal organization	

Q.6 According to _____ "Ability in an individual's capacity to perform various tasks in a job"

Marks: 2

Question ID:
6288419

No	Options Details	Select Option
1	Abraham Maslow	
2	Douglas McGregor	
3	Stephen P Robbins	
4	Keith Davies	

Q.7 Attitude is formed by the influence of factors such as

Marks: 2

Question ID:
6288420

No	Options Details	Select Option
1	The individuals experience in the past	
2	The influence of the family members and the society around him	
3	The formal learning or the learning through observation of others	
4	All of these	

Q.8 Emotional intelligence in the following areas helps the person to be successful in his workplace

Marks: 2

Question ID:
6288421

No	Options Details	Select Option
1	Self-awareness, Self-regulation, Motivation, Empathy and social skills	
2	Self-esteem, Job satisfaction, Continuous learning, Good relationship with top management	
3	Self-Esteem, Financial knowledge, Multiple skills, Good relationship with top management	
4	Self-awareness, Self-regulation, Motivation, Empathy and Top management support	

Q.9 Hans Selye adopted the General Adaptation Syndrome (GAS) that specifies the responses to stress and they are

Marks: 2

Question ID:
6288422

No	Options Details	Select Option
1	Withdrawal symptoms, Anger and physical abuse	
2	Alarm reaction stage, Resistance stage and the Exhaustion stage	
3	Anger, Improper response to colleagues and Exhaustion	
4	Exhaustion, Resistance to taking orders, Lack of response to stimuli	

Q.10 Factors affecting the personality of people are

Marks: 2

Question ID:
6288423

No	Options Details	Select Option
1	Cultural, Financial, Social, Friends circle, Environment and the political climate	
2	Cultural, Financial, Friends circle, Organization climate and the Political climate	
3	Cultural, Biological, Family, Situational, Heredity and environmental factors	
4	Biological, Financial, Environmental, Political and Friends circle	

Q.11 Many theories have been proposed by psychologists to define personality, they are

Marks: 2

Question ID:
6288424

No	Options Details	Select Option
1	The Personality trait, The family trait and the Environmental trait	
2	The Social, The Personal ego trait, The environmental and the Family trait	
3	The Personality, Social learning and Psychoanalytic theory	
4	The Personality, Social learning, Psychoanalytic and Self theory	

Q.12 Central and secondary traits have been defined by

Marks: 2

Question ID:
6288425

No	Options Details	Select Option
1	Gordon Allport	
2	Albert Bandura	
3	Carl Rogers	
4	H J Eysenck	

Q.13 The process advocated in the Social Learning Theory is

Marks: 2

Question ID:

6288426

No	Options Details	Select Option
1	Learn from the right individual and copy the behaviour	
2	Pay attention to learn, Retain the learned trait and reproduce the learning and be motivated	
3	Identify the person, follow his actions and try to copy them	
4	Identify a person who is in the good books of the management and follow them	

Q.14 In the Psychoanalytic theory 'Id' represents

Marks: 2

Question ID:

6288427

No	Options Details	Select Option
1	That part of the personality that is learned from the role model	
2	That part of the personality that is influenced by the family members	
3	That part of the personality that is present from the time of birth	
4	That part of the personality that is common to all persons	

Q.15 The 'super ego' identified in the psychoanalytic theory represents

Marks: 2

Question ID:
6288428

No	Options Details	Select Option
1	That part of the personality learned from friends and used in the society	
2	That part of the personality that comes from trial and error through our experiences	
3	Are all the skills that are learned and retained for survival in the society	
4	Is an accumulation of all the moral principles that have been acquired from our childhood	

Q.16 Which part of the personality, as identified by Freud, deals with the current reality

Marks: 2

Question ID:
6288429

No	Options Details	Select Option
1	The Super Ego	
2	The Ego	
3	The Id	
4	None of these	

Q.17

Extroversion is one of the characteristic that is manifest during interpersonal behaviour. What are the characteristics?

Marks: 2**Question ID:**
6288430

No	Options Details	Select Option
1	Have an agreeable disposition	
2	Are open to learning from experience	
3	Are generally contentious, dependable organized and disciplined	
4	All of these	

Q.18

In order to effectively and efficiently manage the employees in an organization it is essential to understand their

Marks: 2**Question ID:**
6288431

No	Options Details	Select Option
1	Personalities	
2	Like and dislikes	
3	The influence they have within the organization	
4	The structure of the organization and its influence on the employees	

Q.19 Perception is defined as

Marks: 2

Question ID:
6288432

No	Options Details	Select Option
1	The process by which individuals organize their sensory impressions to give meaning to their environment	
2	The process by which the individual interacts with the environment	
3	The process by which the individual understands his environment and acts in accordance with it	
4	The process by which the individual organizes his surrounding based on the inputs	

Q.20 The observer who gets the inputs based on which he understands the surroundings and environment is

Marks: 2

Question ID:
6288433

No	Options Details	Select Option
1	The Stimulant	
2	The Target person	
3	The perceiver	
4	The perceived	

Q.21 According to Hodge and Johnson Motivation is

Marks: 2

Question ID:

6288434

No	Options Details	Select Option
1	Used by the management to induce an employee to achieve organizational goals	
2	The willingness of an individual to react to organizational requirement in the short run	
3	Used by the employees to satisfy their perceived personal needs	
4	All of these	

Q.22 Goal setting theory

Marks: 2

Question ID:

6288435

No	Options Details	Select Option
1	Is related to the employees targets for growth in the organization	
2	Is a motivational theory	
3	Is related to the goals set by the management	
4	Is related to the mission statements of the organization	

Q.23 Equity theory

Marks: 2

Question ID:
6288436

No	Options Details	Select Option
1	Theory controlling the stock market prices	
2	Motivational theory	
3	The theory that makes tasks equal in an organization	
4	None of these	

Q.24 The most influential motivational theory in workplace called as the hierarchy of needs was proposed by

Marks: 2

Question ID:
6288437

No	Options Details	Select Option
1	Herzberg	
2	J Stacy Adams	
3	Abraham M Maslow	
4	McClelland	

Q.25

The hierarchy of needs states that individuals follow a certain hierarchy in the needs fulfilment. What is the highest order of need as stated

Marks: 2**Question ID:**
6288438

No	Options Details	Select Option
1	Self-Esteem Needs	
2	Social Needs	
3	Self-actualization needs	
4	Safety needs	

Q.26

The two factor theory of Herzberg suggests the following two factors

Marks: 2**Question ID:**
6288439

No	Options Details	Select Option
1	Intrinsic factors / motivators and Extrinsic factors / hygiene factors	
2	Basic need factor and the additional requirement factors	
3	Self-esteem needs factor and the social needs factor	
4	Self-actualization needs factor and the physiological needs factor	

Q.27 In the motivational theory of McGregor Theory X represents

Marks: 2

Question ID:
6288440

No	Options Details	Select Option
1	The forward thinking of management and comp-rises of motivating factors	
2	The conventional thinking of management and is considered negative	
3	A good combination of the motivational and hygiene factors	
4	The hygiene factors and does not suggest motivational methods	

Q.28 The expectancy theory of motivation is proposed by

Marks: 2

Question ID:
6288441

No	Options Details	Select Option
1	McClelland	
2	Robert L Braun	
3	Victor H. Vroom	
4	Alderfer	

Q.29 The expectancy theory of motivation suggests that employees

Marks: 2

Question ID:
6288442

No	Options Details	Select Option
1	Will be motivated if they believe in the companies growth and prosperity	
2	Will be motivated when there is sufficient growth and profit in the organization	
3	Will be motivated if they understand that the rewards will be high even with moderate efforts	
4	Will be motivated to apply greater effort when they believe that such effort will fetch higher rewards	

Q.30 The expectancy theory focuses on 3 types of relationships indicated by

Marks: 2

Question ID:
6288443

No	Options Details	Select Option
1	Effort-performance relationship, Performance - reward relationship and reward - personal goals relationship	
2	Short term, medium term and long term relationships with the organization	
3	The relationship between the expectation of the individual and the organization	
4	The relationship between the individual and the expectation of the individual	

Q.31 The equity theory suggests that employees compare the job inputs and output. What are the comparisons made?

Marks: 2

Question ID:
6288444

No	Options Details	Select Option
1	Comparison of the employee with his past experiences in the organization	
2	Comparison with other employees in the organization	
3	Comparison with employees in other organization for the same position	
4	All of these	

Q.32 Some of the important motivating methods followed by the organization is

Marks: 2

Question ID:
6288445

No	Options Details	Select Option
1	Job rotation	
2	Job enrichment	
3	Upgradation of employee skills	
4	All of these	

Q.33 Leadership is the process of influencing others to work towards the attainment of specific goals as stated by

Marks: 2

Question ID:
6288446

No	Options Details	Select Option
1	Pearce & Robinson	
2	Keith Davies	
3	Philip Kohler	
4	J Stacy Adams	

Q.34 Which combination of factors form the basis of two factor theory

Marks: 2

Question ID:
6288447

No	Options Details	Select Option
1	Achievement and Power	
2	Safety and self-Esteem	
3	Hygiene and Motivation	
4	Rewards and Effort	

Q.35 Allport's trait theory brings out multiple traits. They are

Marks: 2

Question ID:
6288448

No	Options Details	Select Option
1	The Cardinal traits, The Central traits and The Secondary traits	
2	The personality trait, The family traits and The environmental traits	
3	The Cardinal trait, The Personality trait and The Central Trait	
4	The Central trait, The Secondary trait and The Personality trait	

Q.36 Identify the important difference between Leaders and Managers

Marks: 2

Question ID:
6288449

No	Options Details	Select Option
1	Leaders are born but managers are made	
2	Leaders take calculated risks but managers control risks	
3	Leaders generally have followers and managers have subordinates	
4	Leaders are charismatic and managers are not	

Q.37 _____ leadership style Involves participation and decision making process

Marks: 2

Question ID:
6288450

No	Options Details	Select Option
1	The Autocratic leadership style	
2	The Supportive leader style	
3	The Directive leadership style	
4	The Democratic leadership style	

Q.38 _____ leadership style has a very casual approach that leaves working to the subordinates and do not take on responsibilities

Marks: 2

Question ID:
6288451

No	Options Details	Select Option
1	The Autocratic leadership style	
2	The Laissez -faire leadership style	
3	The Bureaucratic leadership style	
4	The Situational leadership style	

Q.39 Technical skills, Human skills and Conceptual skills are identified in the _____ leadership theory

Marks: 2

Question ID:
6288452

No	Options Details	Select Option
1	The Contingency theory of leadership	
2	The Trait theory of leadership	
3	The Behavioural theory of leadership	
4	None of these	

Q.40 Groups play an important role in the organization as they satisfy the following needs

Marks: 2

Question ID:
6288453

No	Options Details	Select Option
1	They provide recognition and status	
2	They provide direction and help decision making	
3	They provide a forum to discuss company policies	
4	They provide an outlet to vent out disappoint	

Q.41 Groups that are formed by the organization for the purpose of accomplishing specific tasks are

Marks: 2

Question ID:
6288454

No	Options Details	Select Option
1	Informal groups	
2	Formal groups	
3	Primary groups	
4	Reference group	

Q.42 The phenomenon in which the group collectively discards, and a few members enforce their decisions on the group is called as

Marks: 2

Question ID:
6288455

No	Options Details	Select Option
1	Group direct	
2	Group Factor	
3	Group domination	
4	Groupthink	

Q.43 A team formed with members from different functions and skill sets is called as

Marks: 2

Question ID:
6288456

No	Options Details	Select Option
1	Functional team	
2	Problem solving team	
3	Cross functional team	
4	supervised team	

Q.44 The set of norms, values, beliefs, assumptions, perceptions and attitudes that are part of an organization and acts as a guide is known as

Marks: 2

Question ID:
6288457

No	Options Details	Select Option
1	Organization culture	
2	Mison of the organization	
3	Vison of the organization	
4	Policies and procedure of the organization	

Q.45 An organization culture that promotes dynamic, Entrepreneurial, risk-taking and values innovation is classified as **Marks: 2**

Question ID:
6288458

No	Options Details	Select Option
1	Adhocracy Culture	
2	Clan culture	
3	Hierarchy culture	
4	Market culture	

Q.46 Changes takes place in an organization in different levels and they are

Marks: 2
Question ID:
6288459

No	Options Details	Select Option
1	Individual level	
2	Group level	
3	Organizational level	
4	All of these	

Q.47 Individuals resistance to change often happens due to

Marks: 2

Question ID:
6288460

No	Options Details	Select Option
1	Poor communication, fear of job loss, lack of trust, not able to understand the new role	
2	Do not like changes, opposition to show strength, political reasons	
3	Opposition by the workers union, Perception of management dominance	
4	None of these	

Q.48 A conflict that leads to a decline in communication, performance of the group is known as

Marks: 2

Question ID:
6288461

No	Options Details	Select Option
1	Structural conflict	
2	Dysfunctional Conflict	
3	Breakdown conflict	
4	Functional conflict	

Q.49 The power that is inherent to the position that is occupied by the person is known as

Marks: 2

Question ID:
6288462

No	Options Details	Select Option
1	Reward power	
2	Expert power	
3	Legitimate power	
4	Refer power	

Q.50 Which of the following methods of decision making requires continuous tracking of a definite course of action

Marks: 2

Question ID:
6288463

No	Options Details	Select Option
1	Quick decision method	
2	Experimental decision method	
3	Delayed decision method	
4	Trial and error method	